

CAPPS HR/Payroll
Enhancements (SRs) Submitted to Governance
Date of Report: 07/21/20

Service Requests (SR) Information

Voting Items

SR #	Requesting Agency	Product	Impacts All Agencies	Module	Priority	Level of Effort	Short Description	Long Description	Synopsis of Request (Requirements)	Proposed Solution (How it would work/Customization Overview)	CAPPS Support Team Vote Recommendation
14546	CPA	Talent Management	Yes	Recruiting	Medium	Low	Add More Source Options for Candidates	<p>We have been working on ways to improve the analytics of how candidates are finding our positions. We want a better idea of where all our applicants are seeing our job postings. When candidates answer the question "Where did you first learn about this job?" there are several options to choose from, but when you pick most of them, there is not a secondary option to further breakdown where they actually saw the posting. We have suggestions on restructuring the source options with more specific sub-sources.</p>	<p>Add more sources and sub-sources as options for candidates to select when applying for a job requisition. Today, current source options mirror the options on the State of Texas Application for Employment EEO Form and this request expands the sources available on the CAPPS Career Section beyond those limited choices. Source information is available on reports and will assist agencies in determining which sources are most successful. Agencies may use this information to determine how to advertise their jobs and planning their spending accordingly.</p>	<p>The CAPPS Recruit team will re-configure sources and sub-sources to include new sources and sub-sources. The recommended sources and sub-sources were gathered with input from CAPPS Recruit agencies and reviewed for having statewide use. Additionally, certain specific sub-sources are best categorized as an "other" option under the overarching source. The recommended sources and sub-sources are listed below. Additionally, a document with the sources and sub-sources can be accessed with ASP Solution Center within the SR.</p> <p>-Agency Web Site/Internet -->Career Section -->Intranet</p> <p>-Broadcast & Print Media -->Newspaper -->Radio -->Television</p> <p>-College/University Career Day -->Community College -->Other Post-Secondary Institution -->Private College -->State College -->Technical College</p> <p>-Human Resource/Personnel Office -->Human Resource/Personnel Office</p> <p>-Job Board -->CareerBuilder.com -->Glass Door -->Handshake -->Idealist -->Indeed -->Jobs.com</p>	Approve